

Florida Highway Patrol 2009 Reorganization

*"A Tradition of Excellence:
Yesterday, Today, and Tomorrow"*



A SAFER
FLORIDA

HIGHWAY SAFETY AND MOTOR VEHICLES

DHSMV 40th Anniversary • FHP 70th Anniversary
Committed to Excellence



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The Florida Highway Patrol is recognized as a national leader in law enforcement and highway safety and it must be able to continue to meet the demanding needs of today while recognizing the changing world of tomorrow. Florida has changed over the last 10 years and FHP must change too. The Patrol is dedicated to developing strategies that exceed the expectations of the people we serve. We have already begun updating training, purchasing new and faster vehicles, adding critical equipment like rifles and Tasers, and revising high liability policies in order to adjust to the law enforcement challenges of today. We must also revise the structure of the organization to support FHP's ability to continue to perform at the highest levels. The FHP must have a command structure that allows for flexibility, consistency and the ability to utilize shrinking resources efficiently and effectively. The reorganization detailed in this report allows FHP to continue its culture of excellence and leadership while positioning us for the future. The goals of this reorganization are:

- Improve officer and citizen safety by creating front line trooper positions;
- Establish an effective and efficient administration that strategically directs the agency;
- Downsize excessive supervisory staff in General Headquarters; and,
- Emphasize our core mission: "Highway Safety"

The reorganization establishes a single command providing oversight for patrol and investigation functions and re-establishes three Regional Commanders assigned to field locations. A single Lieutenant Colonel will oversee the Regional Commanders who are responsible for the troops. This command structure provides greater support and operational assistance to the troops, which will unify the chain of command, ensure accountability, and provide for operational consistency throughout the Patrol. The three Regional Commanders will be established from current positions within the Patrol. This alignment of responsibilities allows for the elimination of one Lieutenant Colonel from headquarters.

The reorganization combines the support functions of the Highway Patrol under two Lieutenant Colonels. One Lieutenant Colonel will oversee functional areas such as recruitment, selection, and training, as well as the auxiliary and other support operations. The other Lieutenant Colonel will serve as Chief of Staff and will oversee business and strategic functions ensuring the effective and efficient operation of the Patrol. This alignment of responsibilities allows for the elimination of the civilian Chief of Staff position from headquarters.

The reorganization results in the reclassification of the following vacant positions in headquarters: one Lieutenant Colonel, one Chief of Staff and two Majors. As a result of recent position eliminations the supervisory span of control in the field has also been analyzed and will be adjusted. A span of control model of one sergeant for every seven troopers has been developed. Based on this model, two vacant lieutenant and eight vacant sergeant positions will be reclassified back to trooper positions. Using the span of control model, we will continue to reclassify supervisor positions back to trooper positions when they become vacant.

This reorganization plan creates a more efficient administration by removing excess command personnel from headquarters and either assigning them to the field or reclassifying them to trooper; improves public safety by placing more troopers on the road; creates a cost savings for our citizens; and, creates a more effective Florida Highway Patrol that has refocused itself on its core mission: "Highway Safety."

One Colonel and Three Lieutenant Colonels/Deputy Directors

The executive structure of FHP will be consolidated under three Lieutenant Colonels reporting to the Colonel – Division Director. One Lieutenant Colonel will serve as the Deputy Director of Patrol Operations, one Lieutenant Colonel will serve as Deputy Director of Special Services and one Lieutenant Colonel will serve as Chief of Staff.

Deputy Director of Patrol Operations

Responsibilities:

- Troop Operations
- Bureau of Investigations
- Emergency Operations Command
- Contraband Interdiction

Three Regional Commanders will be assigned in the field. This will result in a command structure that promotes greater oversight of Troop operations. It refines the current chain of command and enhances FHP's command presence, flexibility and increases accountability. A clearly defined chain of command restores FHP's leadership and oversight of troop operations. A single Lieutenant Colonel will have three Regional Commanders and the Chief of the Bureau of Investigations as direct reports. The three Regional Commanders will be strategically located throughout the state so that they can interact daily with Troop Commanders and other field personnel. This personal interaction will strengthen command oversight and allow the Regional Commanders to directly report to the Lieutenant Colonel the needs and concerns of field personnel. The addition of the Bureau of Investigations within Patrol Operations will provide troopers with patrol assignments the necessary resources to further pursue criminal investigations.

Critical to the members on the front line is the support they receive to fulfill our mission. In reviewing the functions of the current Deputy Directors of Special Services and Support Services it was evident that consolidation of these support functions would ensure field operations has continuity in their support.

Deputy Director of Special Services

Responsibilities:

- FHP Training Academy: Selection, Background, Polygraph, Recruitment & Training
- Regional Communications
- Traffic Homicide
- Aircraft
- FHP Auxiliary
- Lieutenant Governor's Aide de Camp

The Deputy Director of Special Services will coordinate the recruitment, selection, background, hiring, and training of new troopers and the Training Academy. This position is also responsible for coordinating many of the Patrol's exceptional programs such as Traffic Homicide Investigations, Regional Communication Centers, Aircraft, and the Florida Highway Patrol Auxiliary program.

Deputy Director/Chief of Staff

Responsibilities

- Direct Support to the Colonel
- Strategic Services
- FHP Budget Liaison
- FHP Personnel Liaison
- Fleet & Property Management
- Accreditation and Policy & Inspections

A Lt. Colonel will serve in the role of the Chief of Staff and will oversee business functions that globally affect the Patrol. Like functions have been aligned under one administrative command which allows for a more effective operation. This area will focus on trend analysis, strategic planning, operational effectiveness, and professional law enforcement. Additionally, the Chief of Staff coordinates FHP's budget and personnel liaison functions. This position will also be responsible for ensuring the timely and accurate completion of Division initiatives that address the "Highway Safety" needs of Florida's tomorrow.

FHP Position Reclassification

	Class Title	New Title
1	Lt. Colonel	Northern Regional Commander
1	Chief of Staff	Analyst
2	Majors	Trooper
2	Lieutenants	Trooper
8	Sergeants	Trooper

TOTALS: 12 Troopers
1 Analyst
1 Regional Commander

FLORIDA HIGHWAY PATROL

